



Intellectual & Developmental Disabilities Task Force

NOTICE OF MEETING AND AGENDA

The Intellectual & Developmental Disabilities Task Force met on Wednesday, July 18, 2018 at 11:00 a.m. (EDT), at the Indiana Government Center South, Conference Rooms 1 & 2, 402 West Washington Street, Indianapolis, Indiana, 46204.

Task Force Members Present: Lt. Governor Suzanne Crouch, Kim Milas, Kevin Moore, Steve Cook, Shawn Fulton, Rebecca Kasper, Kylee Hope, Julie Reynolds, Kim Dodson, Jason Meyer, Christine Dahlberg, Jonathan Burlison, Nancy Holsapple.

Absent: Trent Fox (Laura Chavez attended in his place), Joe Langerak, Kathleen McAllen, Terry J. Stigdon (Matt Gooding attended in her place), Allison Taylor/Joshua Bougie, Dr. Steven Counsell (Attended for Sarah Renner).

- I. Lt. Governor Suzanne Crouch calls meeting to order (11:00 a.m.)
 - a. Introduction of Task Force Members
- II. Listening Session – Facilitated by Jennifer Lantz, Executive Director, IPMG (11:05 a.m. – 11:55 a.m.)

Bruce Schnaith, Easterseals Crossroads, VP of Workforce Development Services. The majority of working age individuals with ID/DD are either unemployed or underemployed despite abilities, desire and willingness to work. Bruce urged the Task Force to promote competitive-integrated employment and to find creative ways to expand and not limit employment services.

Michael Peterson, Self-Advocate. Michael has Fetal Alcohol Syndrome and can only work two (2) hours at a time. He was unable to meet requirements to graduate high school with a diploma. He'd like to find employment close to his home.

Anne Titus, AWS Benchmark, Vice-President. Anne's comments were in response to the White Paper that was submitted to the Task Force on the topic of group homes. Individuals have choice and they continue to choose group homes as an option. The white paper incorrectly indicated that individuals do not have choice when they are living in a group home. In the last three years, her company has transitioned a significant number of individuals (16) out of the homes – there is choice. Safe and affordable housing is a challenge and group homes provide safe and affordable housing to individuals.

Teri Cutter, DSI Services Regional Day Program Manager. There are insufficient funds to adequately provide choice to individuals as there are higher costs to community based services. Facility based services are very much enjoyed by consumers. If they are limited, it could have detrimental effects. Please do not limit facility based services.

Denise Babjak, Valparaiso. Speaking for 750 people they provide services for at Chasing Dreams and for her nine year old daughter who has a dual diagnosis and her husband. She's also speaking for families who were unable to give public comment. Spoke about growing number of individuals with disabilities and that more attention needs to be paid to this subject.

Jan Bullington, parent, family member & stakeholder. She has two sons who have been on the wavier for 20-25 years. There is a need to develop a staff registry. One son lives in a Medicaid waiver group home and had a bad experience with staff not appropriately watching her son to keep him safe and another staff member stole credit cards from her other son. What can we do to make it safer for all individuals who rely on direct supports?

Ived Russell-Sullivan, an individual with a disability. Ived shared that he lives with a roommate and partakes in activities in his community and works for Kroger. He's asking for the Task Force to help others to achieve a better life like he has.

Brandi Dickerson, self-advocate. Brandi shared that she has worked with VR and Easterseals to get a job. She's a job coach and is a retention specialist to help individuals to keep a job. Individuals need supports to keep their jobs.

Melody Cooper, self-advocate & works for the ARC of Indiana. Worked at Meijer's for 12 years bagging groceries and collecting carts. At the end of the time there, she wanted to do more and she wanted a career. Melody met John Dickerson and he helped her to achieve her current career of working in advocacy. Currently, her project is CCIR and she goes into workshops and speaks to individuals about whether or not they would like to stay in the workshops or work out in the community. She loves what she is doing.

Kelsey Cowley, Self-Advocate. It's difficult for individuals without a degree to get jobs. She's hopeful to get off of SSI because of her job. Kelsey shared her personal experience.

Jenny Seager, daughter of a parent and sister to an individual with a disability. Her hope is that the Task Force maintains as much flexibility as they can possibly do in planning the work that they do. She shared personal story about her sister and how she gained independence in the community and how service planning for her is changing as she gets older. She encourages flexibility in planning services so families can be creative in how the services are delivered to individuals who need them.

Karen Freeman, Director of Manufacturing, Stonebelt. Karen strongly supports Employment First and they also employ people in their sheltered workshop. Her comments were in support of workshop program and why it is an important option for individuals. Urges the Task Force to consider the impact of closing workshops.

Kelly Hartman, Professional Liaison for the Indiana Association of Behavioral Consultants.

There are quality gaps: 1) reconsider the reimbursement for behavioral consultants 2) replace supervision requirement (accreditation that bring competency based foundations for professionals) 3) Consider a crisis program. Five percent of the toughest individuals to serve account for 60% of the funds available.

Dr. Jim Wiltz, Stonebelt. His comments are in support of SGLs or Group Homes. Community based residential services and group homes became the options outside of family homes when the institutions were closed. Indiana needs group homes as an option.

Yolanda Kincaid, Chief Operations Officer for Carey Services and family member of an individual with a disability. Order of selection process has had a negative impact as it has reduced the resources for individuals seeking employment. Ensuring the full array of options and combinations of services for all individuals is important to maintain.

Amy Roush, Benchmark Human Services. Consultants and job coaches provided services in all regions of the state. Best use of community employment staff time is in the community. The VR chance from outcome to process based system is inconsistently utilized and encourage a streamlined system. VR should address these inconsistencies among offices. They are in support of Employment First.

Andy Rosenthal, Terebinth Supported Housing. Copies of the presentation given at the last Task Force meeting were submitted. Housing projects in the works now that help the ID/DD community are good but they should look to higher impact solutions. The current 25/100 units for individuals with disabilities isn't enough and they can do better. There are existing resource that need to be reviewed. If money isn't being spent, maybe it can be reallocated/repurposed.

Vicki Kavanaugh Brown, parent. Her concerns are around the medical care received. Her son died as a result. Standards and protocols need to be established for individuals who cannot speak for themselves. We need basic standards to protect those who cannot protect themselves.

Carol-Ann Hossler, parent. Her 32 year old son has lived in a group home for over 22 years and it has been a positive experience. Community integration and community service are central foundations of the group home.

Becky Oaks, Resident of a group home. Becky spoke about her positive experiences living in a group home.

Megan Burger, person with a disability and self-advocate. Megan spoke about her life with Down Syndrome. Therapy and intervention services have helped a lot. She volunteers with organizations and has a meaningful and productive life. Support staff and transportation are very important to her getting to her volunteering jobs and hopefully a paying job.

Audra Whitworth, Connections Director with Meridian Health Services. Meridian is a CMHC/FQHC and Community Mental Health Center that serves individuals with both

developmental disabilities and mental health challenges. Meridian has made it a priority to ensure the same access to individuals with disabilities as others receive. Crisis services are also provided and they would like to be a part of a plan or a solution around this topic.

Kirk Stoltzfus, Program Director at the Arc of LaGrange County. The subject of choice for individuals is an important one. He is concerned that sheltered workshops will be removed as a service option. He lives and works in a rural community with limited options and he doesn't want to see this go away for those that he serves.

Bill Kelsey, Chief Operating Officer, Sycamore Services. ProjectSEARCH school-to-work program at the Indiana Government Center has been recognized nationally for the number of successful closures. Asks Task Force to identify funds to further support employment services across the state.

- *Break (15 minutes)*

Goal of Today's Meeting: **To promote employment options for Hoosiers with intellectual and developmental disabilities.**

- III. Governor Holcomb's Workforce Initiatives (15 minutes)
 - a. Danny Lopez, Chairman, Governor's Workforce Cabinet (via conference call)

Danny Lopez gave an overview of the Governor's Workforce Cabinet of 21 members. The Cabinet is to first ensure that the investments we are making are aligned and strategic. Coordinating and collaborating across agencies is the key strategy.

 - *The Cabinet is tasked with assessing every dollar spent in the workforce space and the career and college funding space.*
 - *The Cabinet is working with DWD and local Workforce Development Boards.*
 - *They are an advisory board to the Governor and Lt. Governor on workforce related issues.*
 - b. Rachel Zajac, Director of Operations for the Office of Career Connections and Talent
The Office of Career Connections & Talent is working in close partnership with Governor's Workforce Cabinet. Their role is to work on addressing workforce, education and talent gaps. They are meeting with local communities in all 92 counties to understand the unique local challenges. They are bringing back what they are hearing on the road for consideration as legislation is being developed.
- IV. Review and Approval of Minutes from June 27, 2018 Meeting
There was a motion to approve the minutes and a second motion to approve. The minutes were approved.
- V. Review and Vote on Task Force Electronic Participation Policy
Rebecca Kasper gave an overview of the Electronic Participation policy, there was a motion to approve and a second motion to approve. The Electronic Participation policy was approved.

VI. Community Living Expansion Initiative White Paper, Steve Cook, President & CEO of INARF/Ability Indiana, Task Force Member – presented at June 27, 2018 Meeting (15 minutes)

- a. Overview of proposal – Steve Cook
- b. Review recommendations

The Lt. Governor remarked that we should stay focused on the vision that will provide roadmap to the state, FSSA and the community at large. She asks that they recommendations are not too specific as it could set up for failure and dashed expectations. These recommendations should be as general as possible but reflective of the vision and the outcome that we'd like to see.

c. Voice Vote

Recommendation #1: To modify current legislation dictating waiver placement priority to current waivers.

Recommendation #2: In addition to changing current emergency priority criteria, the Task Force recommends they seek an appropriation to be known as the 1102 ID/DD Task Force Community Expansion Initiative which will fund Community Integration and Habilitation waiver slots per year to be utilized for non-emergency priority placements using criteria developed by DDERS to allow for some level of expansion of individuals seeking to live in the community away from their family, while creating opportunity for families to support individuals in making this transition to living away from their family.

Legal Counsel advised that the Task Force cannot seek appropriations but can recommend

VII. Postsecondary Education Options – Think College! – Teresa Grossi, Ph.D., Director of Strategic Development

Dr. Grossi presented on the options for postsecondary education and the Think College National Coordinating Center. The center provides training & technical assistance to any institute of higher education who wants to establish or improve postsecondary education opportunities for students with an intellectual disability on their campus.

VIII. Day and Employment Services Outcome Systems (DESOS) Report – Teresa Grossi, Ph.D. Director of Strategic Development, Indiana Institute on Disability and Community (15 minutes)

Dr. Grossi gave an overview of the DESOS report and how the data is gathered.

Kylee Hope commented we must invest in competitive-integrated employment options that we have. The biggest concern she sees in this information is that 41% of individuals with a mild intellectual disabilities are in a sheltered environment. With the help of Vocational Rehabilitation supported employment, an individual's abilities and job skills can be matched to employment opportunities. Concern is that our reliance on workshops as an option in what is meant to be a 10 year progressive plan. Sheltered workshops should not be the final destination for individuals. It could be a short term job training opportunity. Teresa Grossi referred to the term career pathway.

- IX. Aaron Likens - Self-Advocate & Author, "Finding Kansas: Living and Decoding Asperger's Syndrome" (10 minutes)
Aaron Likens spoke to the Task Force about his personal experience living with Asperger's. The Lt. Governor asked him for recommendation to the Task Force. Aaron replied that if you've met one person with Asperger's you've met one person with Asperger's. Creating an environment where an individual is motivated to try again after failure is important.
- X. Vocational Rehabilitation – Theresa Koleszar, Director, Bureau of Rehabilitative Services (20 minutes)
- a. Overview and Services
 - b. Employment First (SEA 390)
 - c. Order of Selection
 - d. Initiatives and Strategies
- XI. Support for Driverless Auto Legislation White Paper – Clint Bolser, Division President, Bridges (10 minutes)
Clint Bolser presented the white paper on Driverless Auto Legislation on behalf of Jonathan Burlison.
- XII. Full Array of Employment Options for Hoosiers with Intellectual and Developmental Disabilities White Paper - Steve Cook, President & CEO of INARF/Ability Indiana, Task Force Member (15 minutes)
Steve Cook presented his White Paper on the options for employment that are available. Kylee Hope commented that when talking about choice we need to refer to "informed choice." This is old, depression era legislation. We should be concerned about our reliance on this option as it keeps low expectations for individuals.
- Lt. Governor suggests that the more options we have for individuals and families, the happier they are going to be.
- XIII. Elimination of Subminimum Wage White Paper – Clint Bolser, Division President, Bridges (15 minutes)
Clint Bolser presented a White Paper on the topic of subminimum wage.
- Jason Meyer spoke about his company and transitions out of sub-minimum wage and encouraged the Task Force to be open minded on this topic.
- Kylee Hope wants to be clear that providers that happen to have a 14c certificate that they are without bad intentions. There should be a progressive and innovative pathway into more options for individuals.
- XIV. Ability Indiana Opportunities for Employing Hoosiers with Disabilities - Steve Cook, President & CEO of INARF/Ability Indiana, Task Force Member (15 minutes)
Steve Cook gave an overview of the Ability Indiana program. Indiana code requires state agencies purchase from 30 certified organization in the state as long as the pricing is within 10% of the fair market. Purpose of the program is to create work experiences, income and

employment for persons with disabilities. Ninety percent (90 %) of the work done is paid at minimum wage or above. Three cities Evansville, Indianapolis and Ft. Wayne have dedicated themselves to the Ability Indiana program.

Julie Reynolds suggests adding disability owned business enterprise would be beneficial in state government for us to look at this for contracting opportunities. Also, as a state would could encourage state and city parks to pursue disability owned businesses in contracting.

The Lt. Governor has requested that Julie Reynolds work with Steve Cook.

Christine Dahlberg mentioned encouraging state and local governments to employee more individuals with disabilities should be included.

XV. Task Force Discussion/Additional Business

Kylee Hope presented a more formal recommendation based upon the State of Ohio's Executive Order Technology First discussed at the last Task Force meeting. She recommends that Indiana should commit to the statewide initiative led by the Division of Disability and Rehabilitative Services.

Shawn Fulton commented that he is opposed to sub minimum wages and shared personal experience related to this.

XVI. Next Meeting: Wednesday, August 22, 2018, 11:00 am (EDT)
Indiana University Southeast, Hoosier Room
4201 Grant Line Road
New Albany, IN 47150

XVII. Meeting adjourn